

July 26, 2007

Mr. Joe Lanthier  
Secretary Treasurer  
IBT Local 856  
453 San Mateo Ave.  
San Bruno, CA 94066

**Re: San Bruno Public Safety Mid Management Unit 2006-2009 MOU**

Dear Joe:

This letter of understanding will reflect the agreement between the parties related to salary, benefits, and other relevant sections of the San Bruno Public Safety Mid Management Memorandum of Understanding associated with the recently approved Police Commander position. You have previously reviewed and agreed to the Police Commander job description in a May 17, 2007 email to me.

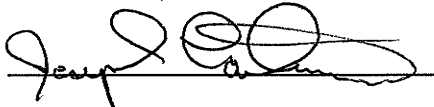
The City Council adopted a new classification of Police Commander on June 26, 2007 to replace the existing Police Captain position in the FY 2007-2008 Budget, and after the tentative agreement was signed by the Teamsters and the Public Safety Mid Management Unit on June 18, 2007.

This is to confirm that the Police Commander position will be covered under the Public Safety Mid Management Unit and will receive the same salary and benefits, and covered under the same terms and conditions, and relevant sections related to the Police Captain position. **These changes will be effective immediately.**

If the foregoing conforms to your understanding and meets with your approval, please indicate your acceptance and approval in the space provided below.

Sincerely,

Teamsters, Local 856

A handwritten signature in black ink, appearing to be "Joe Lanthier", written over a horizontal line.

City of San Bruno

A handwritten signature in black ink, appearing to be "Connie Jackson", written over a horizontal line.